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December 31, 2003

Attorney Docket No.: 14413-008001 / 2002P10173 US

Mail Stop Patent Application

Commissioner for Patents

P.O. Box 1450

Alexandria, VA 22313-1450

Presented for filing is a new patent application claiming priority from a provisional patent application of:

Applicant: SVEN SCHWERIN-WENZEL, NIR KOL AND ERIC WOOD

Title: CHANGE MANAGEMENT

Enclosed are the following papers, including those required to receive a filing date under 37 CFR §1.53(b):

	<u>Pages</u>
Specification	28
Claims	8
Abstract	1
Declaration	[To be Filed at a Later Date]
Drawing(s)	26

Enclosures:

— Postcard.

Under 35 USC §119(e)(1), this application claims the benefit of prior U.S. provisional application 60/455,087, filed March 14, 2003.

Basic filing fee	\$770
Total claims in excess of 20 times \$18	\$180
Independent claims in excess of 3 times \$86	\$774
Fee for multiple dependent claims	\$0
Total filing fee:	\$1724

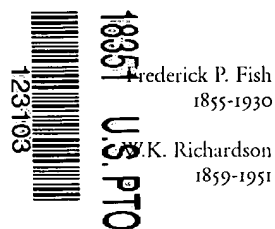
Under 37 CFR §1.53(f), no filing fee is being paid at this time.

If this application is found to be incomplete, or if a telephone conference would otherwise be helpful, please call the undersigned at (617) 542-5070.

CERTIFICATE OF MAILING BY EXPRESS MAIL

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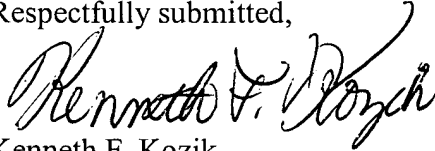
Kindly acknowledge receipt of this application by returning the enclosed postcard.

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kenneth F. Kozik". The signature is fluid and cursive, with a large, sweeping initial 'K'.

Kenneth F. Kozik

Reg. No. 36,572

Enclosures

KFK/alp

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